

2023-2024 HCEA Job Satisfaction Survey

CENTENNIAL LANE ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	26	1	13		54	74.1%	25.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	20	31		3		54	94.4%	5.6%
3) I personally feel successful in my work.	19	28		7		54	87.0%	13.0%
4) I feel involved in decision-making at my school/worksite.	13	28	1	9	3	54	80.4%	19.6%
5) I want to be involved in decision-making at my school/worksite.	13	30		3	8	54	93.5%	6.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	30	1	2	1	54	94.3%	5.7%
7) In my school/worksite, I am treated as a professional.	22	28		4		54	92.6%	7.4%
8) There is good teamwork among staff in my school/worksite.	15	29		10		54	81.5%	18.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	28	2	10	5	54	75.5%	24.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	29	1	5	1	54	88.7%	11.3%
11) My work performance is evaluated fairly.	28	23		1	2	54	98.1%	1.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	20	7	20	3	54	47.1%	52.9%
13) I am provided adequate work and storage space to prepare for and do my job.	16	27	1	9	1	54	81.1%	18.9%
14) My administrators/supervisors respect the negotiated contracts.	29	24		1		54	98.1%	1.9%
15) My planning time is respected by my school administrations/supervisors.	18	21		2	12	53	95.1%	4.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	22			5	54	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	6	18	6	21	3	54	47.1%	52.9%
18) Too much instructional time is spent administering assessments.	17	11	2	7	16	53	75.7%	24.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	16	13	20		53	37.7%	62.3%
20) Increased workload has contributed to a decline in my morale.	19	25	1	6	2	53	86.3%	13.7%
21) I am paid fairly.	2	18	13	21		54	37.0%	63.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	12	7	23	8	52	31.8%	68.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		7	18	28	1	54	13.2%	86.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	35	2	4	3	54	88.2%	11.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	35	5	6	3	53	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	6	28	2	17		53	64.2%	35.8%
27) During this current school year, I have experienced harassing behavior from colleagues.		5	34	14	1	54	9.4%	90.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			41	12	1	54	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.		8	28	17	1	54	15.1%	84.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	5	5	21	16	52	27.8%	72.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	24		3	20	53	90.9%	9.1%
32) In my school/worksite, I spend too much time in meetings.	11	21	1	20	1	54	60.4%	39.6%
33) In my school, there is adequate support for special education students.	1	6	28	16	3	54	13.7%	86.3%